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ABSTRACT

Ninety-eight women mass communication professors responded to a questionnaire on job satisfaction. Their responses were added to females' responses of a 1982 study, and the enlarged sample of women was then compared with the male respondents from that study. Marked differences were found in the background of the male and female assistant professors. The women tended to be younger, have taught for fewer years, and be paid less than the men. These men and women had similar educational backgrounds, belonged to about the same number of professional organizations, and wrote about the same number of refereed publications. They responded similarly to questions about their satisfaction with their department chair, salaries, and the support given them by their institutions. The women tended to be slightly more satisfied with their colleagues and their students than were the men, but were not as satisfied as the men with the way in which promotions were handled. Men and women associate professors, on the other hand, had remarkably similar backgrounds in terms of age, education, teaching experience, and salaries. However, the women associate professors tended to be somewhat more dissatisfied than were the men with their lives away from work, their department chair, their colleagues, and with promotion and merit pay procedures. Too few responses were received from female professors to merit their analysis. (Questionnaires are appended.) (HTH)

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# A Survey of Job Satisfaction of Women Professors in Mass Communication

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Presented to the Mass Communication and Society Division, Association for Education in Journalism and Mass Communication, annual convention at Oregon State University, August 1983.

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## ABSTRACT

A Survey of Job Satisfaction

of Women Professors in Mass Communication

By Fred Fedler, Tim Counts and Ron F. Smith

The authors expanded on an earlier study of the job satisfaction of mass communication professors to determine if there were differences in the backgrounds of men and women professors and if there were differences in their job satisfaction.

In the 1982 study, 316 faculty members, mostly men, responded to a questionnaire designed to study job satisfaction. For the present study, the questionnaire was mailed to 138 women mass communication professors, and responses were received from 98. This enlarged pool of women respondents was then compared with the male respondents from the 1982 study.

Marked differences were found in the backgrounds of men and women assistant professors. The women assistant professors tended to be younger, to have taught for fewer years, and to be paid less. The typical woman assistant professor was 43 years old and had taught for 5.9 years. Eighty-five percent of the women were paid less than $25,000 a year. The typical man assistant professor was 38 years old and had taught for 8.5 years. Only one-third of the men make less than $25,000. About half of the women had less than five years of professional media experience as opposed to 35% of the men. The men and women assistant professors have similar educational backgrounds (mostly master's degrees), belong to about the same number of professional organizations, and write about the same number of refereed publications. The men and women assistant professors responded similarly to questions about their satisfaction with their chairman, their salaries and the support given them by their institutions. The women tended to be slightly more satisfied with their colleagues and their students than were the men assistant professors. However, the women were not as satisfied as the men with the way in which promotions were handled.

Men and women associate professors had remarkably similar backgrounds. The typical woman associate professor is 47.7 years old, has taught at her present institution for 10.08 years, and has written 2.6 articles for refereed journals in the past five years. The typical man is 46.8 years old, has taught at his present institution for 10.14 years, and has written 2.3 articles for refereed journals in the past five years. The doctorate was held by 57.6% of the men and 57.5% of the women. There were no significant differences in their salaries. However, the women associate professors tended to be somewhat more dissatisfied than were the men associate professors with their lives away from work, with their department chairman, with their colleagues, with promotion procedures, and with their merit pay procedures.

A Survey of Job Satisfaction

of Women Professors in Mass Communication

University faculties--including those in journalism and mass communication--have traditionally been male-dominated worlds. But in the early 1970s, the federal government took steps to ensure that women were treated equally in education. How successful have those steps been?

The New York Times reported on Jan. 9, 1983, "As 1982 rolled to a close, little evidence of celebration could be heard from women academicians observing the 10th anniversary of mandatory sexual equality in education." The Times article quoted Jeanee Atkins, a lawyer for the Women's Equity Action League, as saying, "In some respects, there has been little progress. The statistics have not improved enormously." The Times article reported that Isabelle Katz, director of the Women's Rights Project of the American Civil Liberties Union, said that many women were hesitant to seek legal recourse against university tenure and promotion

practices because "the courts have not been particularly susceptible to understanding how discrimination works in these settings." [1]

These comments clearly raise several important questions concerning the job satisfaction of women faculty members. Are women faculty members more likely to be dissatisfied with promotion and tenure procedures than are men faculty members? Are they more likely to be dissatisfied with their working conditions in areas like course loads, salaries and responsibilities? Generally, are there differences in the job satisfaction of men and women faculty members?

Research in job satisfaction is extensive. The literature includes many studies which discuss the relationships of various variables to job satisfaction.[2] One study by Dunnette, Campbell and Hakel concluded, "Certain job dimensions--notably Achievement, Recognition, and Responsibility--seem uniformly to be more important for both satisfying and dissatisfying job events, and that certain job dimensions--notably Salary, Working Conditions, Company Policies and Practices, and Security--are relatively less important."[3] Other researchers have studied the job satisfaction and dissatisfaction of workers in specific occupations and professions.[4]

Using a survey questionnaire based on this research, Fedler and Counts conducted a job satisfaction survey of journalism and mass communication faculty members during the 1981-82 school year.[5] They found most respondents were satisfied with their jobs and were especially satisfied with (1) the freedom they were given to do their work, (2) their relationships with their colleagues and chairmen, (3) their teaching loads, and (4) their opportunities for professional growth. They found that younger faculty members tended to be less satisfied than senior faculty,

and these differences became more striking when they compared faculty members according to ranks, i.e. assistant professors, associate professors and professors.

However, that research was unable to answer questions concerning the job satisfaction of women faculty members because so few responses were obtained from women--only 35 responses or 11.1% of the total. The present study will seek additional responses from women so that comparisons can be made between men and women faculty members. Specifically, it will study:

(1) the background and working conditions of men and women faculty members including age, educational attainment, professional media experience, course loads, research productivity, professional memberships and salaries,

(2) the satisfaction the men and women faculty members at each rank find in their work and their satisfaction with their understandings of their institutions' salary, promotion and tenure procedures.

The authors did not formulate any hypotheses because the previous research did not suggust any that were uniquely applicable to faculty members in journalism and mass communication. Instead, the findings are descriptive.

## Methodology

A questionnaire developed for a study of job satisfaction of journalism and mass communication faculty members was mailed to 158 women faculty members. There names were obtained from the journalism directory

in the January 1982 issue of Journalism Educator. The questionnaire was mailed to all persons with an obviously feminine first name. When the person's sex was not readily determinable by the first name (for instance, Lynn, Chris, Pat, etc.), that person was not sent a questionnaire, nor were questionnaires mailed to persons listed by initials or to persons who received a questionnaire last year. Of the 158 surveys mailed, usable responses were received from 98 (72.8%). These responses were added to the 35 responses from women in last year's survey. These 133 responses from women were then compared with the 281 responses from men obtained in the earlier survey. That survey involved the mailing of the questionnaire to 200 assistant professors, 200 associate professors and 200 professors.

The questionnaire contained 60 questions. Twenty-six questions in one section asked for the respondents' age, sex, race, salary, current academic rank, and highest degree. The questions also asked about other variables that might affect faculty members' satisfaction with their jobs: the number of classes they teach during a typical term, the number of years that have passed since their last promotion, the amount of time they devote to research and administrative duties, their involvement in professional organizations, their career goals, and their publication records.

Another section asked respondents to use a five-point scale to describe their satisfaction with 20 variables associated with their jobs. The variables included their salaries, students, colleagues, chairmen, teaching loads, physical working conditions, and requirements for tenure and promotions. The five-point scale included the statements "very

satisfied," "moderately satisfied," "neutral," "moderately dissatisfied," and "very dissatisfied." Respondents were also given the option of answering "not applicable."

The third section asked respondents to describe their agreement with 14 statements about their jobs. The statements concerned the assignment of challenging responsibilities; feelings of achievement they derive from their teaching, research and service; the recognition of their achievements; the equitable distribution of salaries, promotions, and merit increases; and the relative importance of teaching and research for persons seeking tenure and promotions at their institutions. A five-point scale asked them to indicate "strongly agree," "agree," "neutral," "disagree," or "strongly disagree." A copy of the questionnaire is appended.

## Findings

The findings are derived from studying the responses of 81 men assistant professors, 83 women assistant professors, 105 men associate professors, 40 women associate professors, 110 men professors and 8 women professors. The number of responses from women professors was deemed too law to make meaningful comments about women professors.

Assistant professors' backgrounds and working conditions. Women assistant professors tend to be younger, to have less media experience, to have taught fewer years and to be paid less than men assistant professors. However, there were no significant differences in their course loads, research productivity and professional organization memberships.

Women assistant professors were younger than men assistant professors. The mean age for women assistant professors was 38.0 and from men was 43.0.

a significant difference ($t$=3.69, df=141.59, $p < .0001$, two-tailed). Nearly three-quarters of the women (72.8%) were under 40 as opposed to 52.2% of the men falling in this age category, a significant difference ($X^2$=7.12, df=1, $p < .01$). Equally interesting, 26.3% of the men were over 50, but only 7.4% of the women were ($X^2$=10.3, df=1, $p < .01$).

The women assistant professors had less professional media experience than men assistant professors had. The mean number of years for men was 9.7 and for women was 7.2 ($t$=2.32, df=141.38, $p < .022$, two-tailed). Since the mean number of years of professional experience can be affected by having a few individuals with 30 or more years, the responses were divided into those with five years or less media experience and with more than five years. Five years is often used as a benchmark in discussions of media experience. Of the women respondents, 50.6% had five years or less as opposed to 35.6% of the men ($X^2$=4.33, df=1, $p < .05$).

The women assistant professors had also spent fewer years on college faculties than the men had. The mean number of years for women was 5.86 as opposed to 8.51 years for men ($t$=2.78, df=144.38, $p < .006$, two-tailed).

Although the women are younger and have taught for fewer years, they have been just as productive in numbers of articles written in the past five years. The mean number of articles by women was 5.96 and by men was 7.28, a difference which is not statistically significant. The women have been slightly more active in publishing in refereed journals like Journalism Quarterly, although again the difference was not significant. The mean number of refereed publications by women was 1.74 and by men was 1.57.

Similarly, there were no significant differences in the academic attainment of men and women assistant professors. The master's degree was the most common highest-earned degree. It was held by 52.1% of the men and 55.7% of the women. The doctorate had been earned by 39.7% of the men and 36.7% of the women, while 8.2% of the men and 7.6% of the women had no graduate degrees.

Nor were there any significant differences in their activities involving professional organizations. The women belonged to 3.48 organizations and held .77 offices in them while the men belonged to 3.30 organizations and held .53 offices.

There were no significant differences in the course loads, hours of work and use of work time between men and women assistant professors. The women said they taught an average of 2.94 courses, spent 51.76 hours working and divided their time so that 17.38% of it was devoted to administrative duties and 14.73% to research. The men said they taught 2.9 classes, spent 51.06 hours working and devoted 20.8% of their time to administrative tasks and 16.7% of it to research.

Women assistant professors' salaries are less than men's. Even though the men's salaries were indicated during the '81-'82 school year and most of the women's were for the '82-'83 school year, 85.5% of the women were paid less than $25,000 a year as opposed to 66.7% of the men ($X^2=8.05$, df=1, $p<.01$). Merit pay raises were no more likely to have gone to men than to women, however. The women reported they received an average of 1.88 merit raises in the past five years, and the men said they received an average of 1.92, no significant difference.

Perhaps because they have taught longer at their present institutions, more men assistant professors than women held tenure. Tenure was held by

33.8% of the men and by 13.3% of the women, a significant difference ($X^2$=8.46, df=1, $p<.0036$).

Associate professors' backgrounds and working conditions. There were fewer statistically significant differences in the backgrounds and working conditions of women and men associate professors than there were in the backgrounds of men and women assistant professors.

They are strikingly similar in terms of age and educational attainment. The mean age of women associate professors was 47.7 and for men was 46.8. The doctorate was held by 57.6% of the men and 57.5% of the women, while 40% of the women and 38.4% of the men had only master's degrees.

Men tended to have more professional media experience than women had. Using five years as a benchmark, 40% of the women and 26.4% of the men were in the less-than-five-years category ($X^2$=8.88, df=1, $p<.005$). The mean number of years of experience for men was 12.4 for men and 9.26 for women ($t$=1.95, df=103.44, $p<.054$, two-tailed).

The men had also spent a higher number of years on college faculties. The mean number of years of teaching experience was 13.2 for men and 11.0 for women, a significant difference ($t$=2.37, df=111.55, $p<.02$, two-tailed). But there was little difference in the number of years the associate professors had been at their present schools. Women had a mean number of years of 10.08 and men of 10.14.

There were no significant differences in the writing and research productivity of men and women associate professors during the past five years. The responses from the men indicated a mean number of published articles in general of 24.1 and from women of 6.9, a difference that approaches

significance ($t$=1.9, df=103.95, $p < .058$, two-tailed). Articles included news stories, reviews, etc. Since a few respondents indicated a large number of articles published in the past five years, the responses were grouped into categories of 10 or fewer articles and more than 10. There were only slight differences in the groupings; 67.5% of the women and 66% of the men were in the ten or fewer category. Similarly there were no significant differences in the production of articles for refereed journals in the past five years; the mean response of women was 2.6 and of men was 2.3.

The responses indicated there were no significant differences in the participation in professional organizations of men and women associate professors. The women belonged to an average of 4.3 organizations and were officers in .92 while the men belonged to 3.9 organizations and held 1.1 offices.

Men and women associate professors indicated they used their work time in similar ways. The women said they taught 2.70 classes, spent 54.1 hours a week on work, and devoted 24.7% of that time to administrative duties and 13.1% to research. The men said they taught 2.77 classes, spent 50.9 hours a week on work, and devoted 19.7% to administrative tasks and 15.0% to research. However, unlike the assistant professors who teach in similar-sized departments, the women associate professors taught in departments with a mean enrollment of 630.3 students and the men taught in departments with 508.5 ($t$=2.17, df=142, $p < .031$, two-tailed).

While there was a marked difference in the salaries of men and women assistant professors, no significant differences were found in the salaries of men and women associate professors. The $20,000-24,999 category was marked by 31.4% of the men and 32.5% of the women, and the $25,000-29,999 category was marked by 49% of the men and 52.5% of the women.

It should be noted that the men reported their salaries during the '81-'82 school year and most of the women did during the '82-'83 school year. Pay increases were not reflected in these comparisons.

Merit increases seemed to be awarded equally. The women received 2.8 merit increases in the past five years and the men 2.9 increases. Women associate professors were significantly more likely to have tenure than were the men. Of the women associate professors, 92.5% were tenured as opposed to 77.9% of the men ($X^2=4.86$, df=1, $p<.05$).

Personal satisfaction. Although men and women in both ranks responded very similarly to a question about how satisfied they were with their jobs, the men and women associate professors' responses were significantly different to a question about how satisfied they were with their lives away from work ($X^2=9.5$, df=4, $p<.0494$). Whereas 48.6% of the men associate professors indicated they were highly satisfied, only 26.3% of the women did. However, the women assistant professors were more satisfied than the men assistant professors although the difference is not significant; 42.7% of the women and 35.0% of the men assistant professors described themselves as very satisfied.

Women assistant professors were more often satisfied with their relationships with their colleagues than were men assistant professors. Of the women, 37.3% indicated they were very satisfied as opposed to 22.8% of the men ($X^2=4.97$, df=1, $p<.05$). Interestingly enough, women associate professors were more likely to be dissatisfied with their colleagues than men associate professors were. Although the difference is not statistically significant, 23% of the women and 16.1% of the men indicated they were dissatisfied. There were no significant differences in the patterns of responses to questions about the feeling of achievement received from teaching, service or research.

However, when asked if they believed they were being assigned challenging responsibilities, men associate professors were more likely

to strongly agree than men assistant professors, but about the same percentage of women associate professors and women assistant professors strongly agreed. The strongly agree response was checked by 28.4% of the men assistant professors, 37.4% of the women assistant professors, 44.2% of the men associate professors, and 34.3% of the women associate professors.

Teaching-related satisfaction. Men and women assistant professors responded differently when asked if they were satisfied with their teaching loads ($X^2$=15.4, df=4, $p<.003$). The percentage of satisfied women assistant professors was higher than the percentage of satisfied men assistant professors, 66.3% to 55.5%. However, 10.8% of the women said they were very dissatisfied as opposed to 2.5% of the men. The percentage of dissatisfied women associate professors was higher than that of dissatisfied men associate professors (30.0% to 21.9%), but the difference was not significant.

Curiously, the men assistant professors tended to be neutral about many of the teaching-related questions on the survey. For instance, a quarter of them marked neutral to the question about teaching loads as opposed to 6.0% of the women assistant professors.

The men and women assistant professors also responded differently to a question about their satisfaction with the quality of their students ($X^2$=9.75, df=4, $p<.05$). Almost a fifth of the women (19.8%) of the women indicated they were highly satisfied with the quality of their students as opposed to 8.8% of the men. Again the men were more inclined to check the neutral response (23.8% to 9.9%).

However, while the women assistant professors were more satisfied with the departmental support of their teaching, the women

associate professors were less likely to be satisfied, although the difference was not statistically significant. Only 21.1% of the women associate professors were very satisfied as opposed to nearly a third of the men.

There were no significant differences in their responses to questions about department or university support of research or about university support of teaching.

Career advancement. There were no significant differences in the satisfaction of men and women assistant professors expressed in their salaries. Neither was very pleased. Clearly 43.8% of the men and 43.2% of the women indicated dissatisfaction. Only 7.4% of the women and 2.5% of the men said they were very satisfied. Associate professors tended to be more satisfied with their pay; 53.7% of the men and 55.0% of the women indicated they were very satisfied or moderately satisfied.

Nor did the men and women differ in their opinions on how fairly salaries and benefits were distributed. Despite the differences in men's and women's salaries, the responses of the assistant professors were similar, perhaps because neither of them were very satisfied. Only 33.8% of the men and 35.4% of the women assistant professors indicated they were satisfied. Perhaps because they are paid more and are more satisfied with their salaries, the men and women associate professors were more inclined to believe that salaries were distributed fairly, namely 49.5% of the men and 50% of the women said they were either very satisfied or moderately satisfied with the way salaries and benefits were handled.

However, there were some disagreement on the fairness of how merit pay increases were handed out. 47.4% of the women associate professors

expressed dissatisfaction with the process as opposed to 27.0% of the men ($X^2$=7.15, df=1, p<.01). Again there were no significant differences in the opinions of men and women assistant professors as each group expressed dissatisfaction. Only 25.0% of the men and 29.3% of the women marked either very satisfied or moderately satisfied.

There was considerable disagreement on their satisfaction with the way promotions are handed out. The response patterns were significantly different on both ranks (for assistants, $X^2$=11.4, df=4, p<.03 and for associates, $X^2$=10.6, df=4, p<.04). Of the women associate professors, 41.0% were dissatisfied with the promotion procedures as opposed to 23.6% of the men, and of the assistant professors, 40.1% of the women and 30.7% of the men disagreed. Curiously, more than a third of the men assistant professors (35.9%) and more than a quarter of the women assistant professors marked the neutral column.

Just as the women and men assistant professors disagreed on the fairness of the way promotions were awarded, they also differed on the importance of the relationship of research to promotion. ($X^2$=11.5, df=4, p<.0212). The women assistant professors were both more likely to strongly agree with the statement that there was a relationship (36.7% to 25.6%) and to disagree with it (11.4% to 6.4%). The difference in response patterns was similar in the responses of the associate professors, but not to a statistically significant level. 41.0% of the women associate professors strongly agreed with the statement as opposed to 28.6% of the men, yet 18.0% of the women disagreed with it as opposed to 12.2% of the men.

Interestingly, the same patterns were evident in the responses to a statement asking if teaching was related to promotion, and the pattern

approached statistical significance ($X^2$=8.10, df=4, $p < .08$). 37.8% of the women assistant professors agreed with the statement as did 29.5% of the men, yet 45.1% of them disagreed with it as opposed to 37.2% of the men. A third of the men assistant professors marked the neutral column. However, the women associate professors were less likely to agree with the statement than the men associate professors (57.3% to 48.7%) and more likely to disagree with it (38.4% to 27.2%)

A belief that tenure was not related to teaching was held by a greater percentage of the women associate professors than men associate professors. 41.6% of the women disagreed with a statement saying tenure is related to teaching while only 24.5% of the men disagreed ($X^2$=5.26, df=1, $p < .05$). However, men and women in each rank tended to agree that tenure is related to research. Of the assistant professors, 70.2% of the men and 73.4% of the women either strongly or moderately agreed with the notion that tenure is related to research. Of the associate professors, 72.4% of the men and 74.4% of the women agreed.

Satisfaction with chairman. When asked how satisfied they were with their department chairmen, only 25% of the women associate professors as opposed to 42.6% of the men associate professors indicated they were very satisfied ($X^2$=5.04, df=1, $p < .025$). There were no significant differences in the relative satisfactions of men and women assistant professors.

As one might expect from this response, the women associate professors were more likely to be dissatisfied with their relationships with their department chairmen than were men associate professors. 28.5% of the women associate professors indicated they were either moderately dissatisfied or very dissatisfied with that relationship as opposed to 13.0% of the men ($X^2$=5.6, df=1, $p < .05$) Yet there is little difference in the percentage

of men and women associate professors who indicated they were satisfied with their chairmen (48.6% and 51.0%).

Similarly, a question asking respondents to agree or disagree with a statement that their department chairmen recognized and appreciated their achievements drew different patterns of responses from men and women associate professors ($X^2$=9.6, df=4, $p < .05$). 16.2% of the women associate professors strongly disagreed with the statement while only 3.0% of the men did. But the women associate professors were also more likely to agree strongly with the statement. 45.9% of them did as opposed to 39.0% of the men. There were no statistically significant differences in the responses of men and women assistant professors. The women were more likely to strongly agree with the statement (38% to 27.2%), but 6.3% of the women and 6.2% of the men strongly disagreed.

Summary

There were marked differences in the backgrounds of men and women assistant professors. The differences may be an indication that universities recently have been filling more vacancies with women assistant professors than was done before. The women assistant professors tended to be younger than the men and to have taught for fewer years. Since salaries are often determined, to some extent by length of service, one might expect women assistant professors to be paid less. The results indicated that they were. There were no differences in educational attainment of men and women assistant professors; the master's degree is the most commonly held one. Yet were was a difference in professional media experience; the men had significantly more. There were many similarities in the work done by men and women assistant professors. They tended to belong

to the same number of professional organizations, to write a similar number of articles, to spend a similar number of hours at work and to divide that time into similar amounts of research and administrative tasks.

The women and men assistant professors are very much alike in their responses to most questions concerning job satisfaction. In areas in which they differed, the women assistant professors were more satisfied with their colleagues than the men were and with the quality of their students than the men were. The men and women assistant professors were nearly equally dissatisfied with their salaries and responded similarly to questions about the fairness of merit pay increases. There were, however, differences in the response patterns of men and women assistant professors to questions about the fairness of the way promotions are handled. The women tended to be less satisfied than the men. But the men and women assistant professors were equally satisfied with their relationships with their department chairmen.

The men and women associate professors have remarkably similar backgrounds. They tended to write about the same number of articles, to be about the same age, to have taught at their present institutions for about the same number of years and to have the same educational background. The women tended to have less professional media experience.

Yet the women associate professors responded differently from the men on some of the job satisfaction items. In some areas they were less satisfied. As a group, they were less satisfied with their lives away from work, with their department chairmen, with merit pay procedures, and with colleagues. It should be noted that many associate professors indicated they were very satisfied in each of these areas.

From descriptive information like that in this study, it is difficult to speculate as to why women associate professors' responses to job satisfaction

questions would differ from men associate professors', especially in areas in which there were no differences in the responses of men and women assistant professors. Similarly, it is difficult to speculate as to why men assistant professors tended to mark neutral to teaching-related questions more frequently than women assistant professors or the associate professors did. These findings could provide a basis for further study.

Endnotes

[1]Tom Jackman, "Female Professors Gain Little Ground," New York Times, Jan. 9, 1983, p. 17.

[2] See Charles H. Weaver, "Job Satisfaction in the United States in the 1970s," Journal of Applied Psychology, 65:364-367 (3, 1980); Norval Glenn, Patricia A. Taylor, and Charles N. Weaver, "Age and Job Satisfaction Among Males and Females: A Multivariate, Multisurvey Study," Journal of Applied Psychology, 62:192 (2, 1977); Charles L. Hulin, "Job Satisfaction and Turnover In a Female Clerical Population," Journal of Applied Psychology, 50:282 (4, 1966); and Charles L. Hulin, "Effects Of Changes in Job-Satisfaction Levels On Employee Turnover," Journal of Applied Psychology 52:123 (2, 1968):

[3]Marvin Dunnette, John P. Campbell and Milton D. Hakel, "Factors Contributing to Job Satisfaction and Job Dissatisfaction in Six Occupational Groups," Organizational Behavior and Human Performance, 2:145 (1967).

[4]Some in journalism include Harold C. Shaver, "Job Satisfaction and Dissatisfaction Among Journalism Graduates," Journalism Quarterly 55:54-56 (Spring 1978); C. Edward Wilson, "Why Canadian Newsmen Leave Their Papers," Journalism Quarterly 43:770 (Winter 1966), and Neil V. McNeil, "The Washington Correspondents: Why Some 'Drop Out'?" Journalism Quarterly 43:259 (Summer 1966).

[5]Fred Fedler and Tim Counts, "Professors' Satisfaction With Jobs Related to Academic Ranks," a paper presented to the Mass Communication and Society Division, Associate for Education in Journalism, annual convention in Athens, Ohio, July 1982. Also see Fred Fedler and Tim Counts, "National J-Faculty Survey Reveals Job Likes, Dislikes," Journalism Educator 37:3-6. (Autumn 1982).

| | Very satisfied | Moderately satisfied | Neutral | Moderately dissatisfied | Very dissatisfied | Total satisfied |
|---|---|---|---|---|---|---|
| 1. How satisfied with your job? | | | | | | |
| Male assistant professor | 32.1 | 49.4 | 6.2 | 7.4 | 4.9 | 81.5 |
| Female assistant professor | 34.9 | 43.4 | 2.4 | 12.0 | 7.2 | 78.3 |
| Male associate professor | 37.7 | 45.3 | 4.7 | 9.4 | 2.8 | 83.0 |
| Female associate professor | 35.9 | 48.7 | 0.0 | 12.8 | 2.6 | 84.6 |
| Male professor | 45.9 | 39.6 | 4.5 | 6.3 | 3.6 | 85.5 |
| Female professor | 87.5 | 12.5 | 0.0 | 0.0 | 0.0 | 100.0 |
| 2. How satisfied with your everyday life, apart from work? | | | | | | |
| Male assistant professor | | | | | | |
| Female assistant professor | | | | | | |
| Male associate professor | 48.6 | 36.2 | 6.7 | 6.7 | 1.8 | 84.8 |
| Female associate professor | 26.3 | 63.2 | 2.6 | 7.9 | 0.0 | 89.5 |
| Male professor | 41.8 | 47.3 | 3.6 | 6.4 | 0.9 | 89.1 |
| Female professor | 62.5 | 37.5 | 0.0 | 0.0 | 0.0 | 100.0 |
| 3. How satisfied with your salary? | | | | | | |
| Male assistant professor | 2.5 | 40.0 | 13.8 | 30.0 | 13.8 | 42.5 |
| Female assistant professor | 7.4 | 42.0 | 7.4 | 21.0 | 22.2 | 49.4 |
| Male associate professor | 7.5 | 46.2 | 11.3 | 23.6 | 11.3 | 53.7 |
| Female associate professor | 7.5 | 47.5 | 15.0 | 15.0 | 15.0 | 55.0 |
| Male professor | 20.7 | 46.8 | 6.3 | 18.9 | 7.2 | 67.5 |
| Female professor | 37.5 | 62.5 | 0.0 | 0.0 | 0.0 | 100.0 |
| 4. How satisfied with your teaching load? | | | | | | |
| Male assistant professor | 22.5 | 30.0 | 25.0 | 20.0 | 2.5 | 52.5 |
| Female assistant professor | 25.3 | 41.0 | 6.0 | 16.9 | 10.8 | 66.3 |
| Male associate professor | 39.0 | 29.5 | 9.5 | 17.1 | 4.8 | 68.5 |
| Female associate professor | 27.5 | 37.5 | 5.0 | 22.5 | 7.5 | 65.0 |
| Male professor | 20.7 | 46.8 | 6.3 | 18.9 | 7.2 | 67.5 |
| Female professor | 37.5 | 62.5 | 0.0 | 0.0 | 0.0 | 100.0 |

5. Are you satisfied with quality of students?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 8.8 | 42.5 | 23.8 | 21.3 | 3.6 | 51.3 |
| Female assistant professor | 19.8 | 46.9 | 9.9 | 16.0 | 7.4 | 66.7 |
| Male associate professor | 17.1 | 42.9 | 12.4 | 21.9 | 5.7 | 60.0 |
| Female associate professor | 12.5 | 42.5 | 20.0 | 20.0 | 5.0 | 55.0 |
| Male professor | 15.5 | 52.7 | 10.0 | 17.3 | 4.5 | 68.2 |
| Female professor | 37.5 | 62.5 | 0.0 | 0.0 | 0.0 | 100.0 |

6. How satisfied with relationships with colleagues?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 22.8 | 48.1 | 17.7 | 7.6 | 3.8 | 93.7 |
| Female assistant professor | 37.3 | 38.6 | 12.0 | 10.8 | 1.2 | 75.9 |
| Male associate professor | 37.7 | 34.9 | 11.3 | 12.3 | 3.8 | 72.6 |
| Female associate professor | 38.5 | 35.9 | 2.6 | 17.9 | 5.1 | 74.4 |
| Male professor | 43.6 | 40.0 | 7.3 | 7.3 | 1.8 | 83.6 |
| Female professor | 37.5 | 62.5 | 0.0 | 0.0 | 0.0 | 100.0 |

7. How satisfied with departmental support of your teaching?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 20.0 | 35.0 | 18.8 | 17.5 | 8.8 | 55.0 |
| Female assistant professor | 34.6 | 34.6 | 7.4 | 13.6 | 9.9 | 69.2 |
| Male associate professor | 32.1 | 34.0 | 11.3 | 16.0 | 6.6 | 66.1 |
| Female associate professor | 21.1 | 42.1 | 10.5 | 18.4 | 7.9 | 63.2 |
| Male professor | 30.6 | 40.7 | 13.9 | 12.0 | 2.8 | 71.3 |
| Female professor | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 100.0 |

8. How satisfied with university's support of your teaching?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 11.1 | 22.2 | 28.4 | 24.7 | 13.6 | 33.3 |
| Female assistant professor | 15.9 | 19.5 | 30.5 | 22.0 | 12.2 | 35.4 |
| Male associate professor | 18.1 | 30.5 | 9.5 | 21.5 | 20.0 | 48.6 |
| Female associate professor | 5.1 | 33.3 | 20.5 | 30.8 | 10.3 | 38.4 |
| Male professor | 15.5 | 38.2 | 18.2 | 21.8 | 6.4 | 53.7 |
| Female professor | 25.0 | 75.0 | 0.0 | 0.0 | 0.0 | 100.0 |

9. How satisfied with departmental support of your research?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 12.7 | 29.6 | 19.7 | 21.1 | 16.9 | 42.3 |
| Female assistant professor | 11.6 | 24.6 | 29.0 | 17.4 | 17.4 | 36.2 |
| Male associate professor | 19.5 | 25.3 | 25.3 | 19.5 | 10.3 | 44.8 |
| Female associate professor | 11.8 | 35.3 | 20.6 | 17.6 | 14.7 | 47.1 |
| Male professor | 18.4 | 24.5 | 18.4 | 26.5 | 12.2 | 42.9 |
| Female professor | 25.0 | 12.5 | 37.5 | 12.5 | 12.5 | 37.5 |

10. How satisfied with university support of your research?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 14.1 | 15.5 | 28.2 | 21.1 | 21.1 | 29.6 |
| Female assistant professor | 14.3 | 20.0 | 30.0 | 18.6 | 17.1 | 34.3 |
| Male associate professor | 14.8 | 22.7 | 19.3 | 23.9 | 19.3 | 37.5 |
| Female associate professor | 8.6 | 28.6 | 20.0 | 25.7 | 17.1 | 37.2 |
| Male professor | 12.2 | 20.4 | 27.6 | 23.5 | 16.3 | 32.6 |
| Female professor | 12.5 | 25.0 | 37.5 | 12.5 | 12.5 | 37.5 |

11. How satisfied with departmental year-end evaluations?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 21.8 | 17.9 | 24.4 | 21.8 | 14.1 | 39.7 |
| Female assistant professor | 30.8 | 23.1 | 17.9 | 15.4 | 12.8 | 53.9 |
| Male associate professor | 24.8 | 35.6 | 15.8 | 10.9 | 12.9 | 60.4 |
| Female associate professor | 34.2 | 23.7 | 5.3 | 18.4 | 18.4 | 57.9 |
| Male professor | 35.9 | 23.3 | 18.4 | 12.6 | 9.7 | 59.2 |
| Female professor | 37.5 | 37.5 | 25.0 | 0.0 | 0.0 | 75.0 |

12. How satisfied with college year-end evaluations?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 11.8 | 18.4 | 31.6 | 22.4 | 15.8 | 30.4 |
| Female assistant professor | 12.3 | 26.2 | 35.4 | 13.8 | 12.3 | 38.5 |
| Male associate professor | 18.4 | 31.6 | 20.4 | 15.3 | 14.3 | 50.0 |
| Female associate professor | 28.6 | 37.1 | 14.3 | 11.4 | 8.6 | 65.7 |
| Male professor | 24.7 | 27.8 | 17.5 | 17.5 | 12.4 | 52.5 |
| Female professor | 14.3 | 42.9 | 42.9 | 0.0 | 0.0 | 57.2 |

13. How satisfied with university year-end evaluations of your work?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 11.4 | 20.0 | 31.4 | 20.0 | 17.1 | 31.4 |
| Female assistant professor | 8.2 | 21.3 | 44.3 | 14.8 | 11.3 | 29.5 |
| Male associate professor | 17.9 | 29.5 | 22.1 | 16.8 | 13.7 | 47.4 |
| Female associate professor | 13.9 | 33.3 | 27.8 | 11.1 | 13.9 | 47.2 |
| Male professor | 22.2 | 25.6 | 26.7 | 15.6 | 10.0 | 47.8 |
| Female professor | 42.9 | 28.6 | 28.6 | 0.0 | 0.0 | 71.5 |

14. How satisfied with the way your chairman supervises department?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 30.4 | 27.8 | 16.0 | 12.7 | 12.7 | 58.2 |
| Female assistnat professor | 35.4 | 26.6 | 8.9 | 15.2 | 13.9 | 62.0 |
| Male associate professor | 42.6 | 23.8 | 7.9 | 16.8 | 8.9 | 66.4 |
| Female associate professor | 25.0 | 36.1 | 5.6 | 16.7 | 16.7 | 61.1 |
| Male professor | 35.1 | 26.6 | 12.8 | 13.8 | 11.7 | 61.7 |
| Female professor | 57.1 | 14.3 | 28.6 | 0.0 | 0.0 | 71.4 |

15. How satisfied with your relationship with department chairman?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 45.0 | 30.0 | 10.0 | 6.3 | 8.8 | 75.0 |
| Female assistant professor | 47.4 | 21.8 | 10.3 | 11.5 | 9.0 | 69.2 |
| Male associate professor | 51.0 | 28.0 | 8.0 | 8.0 | 5.0 | 79.0 |
| Female associate professor | 48.6 | 17.1 | 5.7 | 11.4 | 17.1 | 65.7 |
| Male professor | 50.0 | 21.3 | 11.7 | 10.6 | 6.4 | 71.3 |
| Female professor | 50.0 | 37.5 | 12.5 | 0.0 | 0.0 | 87.5 |

16. How satisfied with overall freedom to do your work?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 67.9 | 24.7 | 3.7 | 3.7 | 0.0 | 92.6 |
| Female assistant professor | 62.7 | 30.1 | 3.6 | 2.4 | 1.2 | 92.8 |
| Female associate professor | 67.0 | 25.5 | 2.8 | 4.7 | 0.0 | 92.5 |
| Male associate professor | 62.5 | 20.0 | 0.0 | 12.5 | 5.0 | 82.5 |
| Male professor | 65.5 | 30.0 | 0.9 | 2.7 | 0.9 | 95.5 |
| Female professor | 75.0 | 25.0 | 0.0 | 0.0 | 0.0 | 100.0 |

17. How satisfied with institution's requirements for tenure?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 16.5 | 35.4 | 26.6 | 12.7 | 8.9 | 51.9 |
| Female assistant professor | 4.9 | 40.2 | 24.4 | 17.1 | 13.4 | 54.1 |
| Male associate professor | 21.9 | 47.6 | 13.3 | 10.5 | 6.7 | 69.5 |
| Female associate professor | 25.6 | 53.8 | 7.7 | 7.7 | 5.1 | 79.4 |
| Male professor | 41.1 | 37.4 | 7.5 | 12.1 | 1.9 | 78.5 |
| Female professor | 37.5 | 37.5 | 25.0 | 0.0 | 0.0 | 75.0 |

18. How satisfied with institution's requirements for promotion?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 10.3 | 39.7 | 17.9 | 21.8 | 10.3 | 50.0 |
| Female assistant professor | 3.7 | 35.8 | 27.2 | 19.8 | 13.6 | 39.5 |
| Male associate professor | 17.1 | 44.8 | 10.5 | 16.2 | 11.4 | 61.9 |
| Female associate professor | 7.7 | 59.0 | 7.7 | 17.9 | 7.7 | 66.7 |
| Male professor | 32.1 | 47.2 | 9.4 | 10.4 | 0.9 | 79.3 |
| Female professor | 28.3 | 28.3 | 28.3 | 14.3 | 0.0 | 56.6 |

19. How satisfied with institution's working conditions?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 22.2 | 28.4 | 9.9 | 28.4 | 11.1 | 50.6 |
| Female assistant professor | 15.7 | 33.7 | 12.0 | 25.3 | 13.3 | 49.4 |
| Male associate professor | 27.6 | 33.3 | 10.6 | 17.1 | 11.4 | 60.9 |
| Female associate professor | 17.9 | 35.9 | 5.1 | 33.3 | 7.7 | 53.8 |
| Male professor | 23.4 | 39.6 | 7.2 | 26.1 | 3.6 | 63.0 |
| Female professor | 37.5 | 62.5 | 0.0 | 0.0 | 0.0 | 100.0 |

20. How satisfied with your opportunities for professional growth and development?

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 24.7 | 33.8 | 24.7 | 10.4 | 6.5 | 58.5 |
| Female assistant professor | 15.9 | 41.5 | 9.8 | 24.4 | 8.5 | 57.4 |
| Male associate professor | 29.2 | 39.6 | 8.5 | 17.9 | 4.7 | 68.8 |
| Female associate professor | 22.5 | 42.5 | 10.0 | 12.5 | 12.5 | 65.0 |
| Male professor | 32.1 | 41.3 | 8.3 | 11.9 | 6.4 | 73.4 |
| Female professor | 50.0 | 37.5 | 0.0 | 12.5 | 0.0 | 87.5 |

| | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | Total agree |
|---|---|---|---|---|---|---|
| 1. I am assigned challenging responsibilities. | | | | | | |
| Male assistant professor | 28.4 | 50.6 | 12.3 | 6.2 | 2.5 | 79.0 |
| Female assistant professor | 37.3 | 39.8 | 12.0 | 8.4 | 2.4 | 77.1 |
| Male associate professor | 44.3 | 34.6 | 12.5 | 8.7 | 0.0 | 78.9 |
| Female associate professor | 34.2 | 50.0 | 5.3 | 10.5 | 0.0 | 84.2 |
| Male professor | 36.7 | 40.4 | 11.9 | 9.2 | 1.8 | 77.1 |
| Female professor | 75.0 | 25.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| 2. I have a real feeling of achievement from my teaching. | | | | | | |
| Male assistant professor | 32.1 | 59.3 | 6.2 | 2.5 | 0.0 | 91.4 |
| Female assistant professor | 43.4 | 38.6 | 10.8 | 6.0 | 1.2 | 82.0 |
| Male associate professor | 41.9 | 45.7 | 8.6 | 3.8 | 0.0 | 87.6 |
| Female associate professor | 47.5 | 32.5 | 12.5 | 7.5 | 0.0 | 80.0 |
| Male professor | 45.0 | 36.0 | 9.0 | 8.1 | 1.8 | 81.0 |
| Female professor | 87.5 | 12.5 | 0.0 | 0.0 | 0.0 | 100.0 |
| 3. I have a real feeling of achievement from my research. | | | | | | |
| Male assistant professor | 17.1 | 47.1 | 21.4 | 14.3 | 0.0 | 64.2 |
| Female assistant professor | 23.4 | 32.8 | 25.0 | 12.5 | 6.3 | 76.2 |
| Male associate professor | 26.8 | 31.7 | 23.2 | 14.6 | 3.7 | 58.5 |
| Female associate professor | 16.7 | 41.7 | 25.0 | 13.9 | 2.8 | 58.4 |
| Male professor | 19.4 | 38.8 | 24.5 | 16.3 | 1.0 | 58.2 |
| Female professor | 42.9 | 28.6 | 28.6 | 0.0 | 0.0 | 71.5 |
| 4. I have a real feeling of achievement from my service. | | | | | | |
| Male assistant professor | 30.0 | 32.5 | 26.3 | 10.0 | 1.3 | 62.5 |
| Female assistant professor | 31.3 | 27.7 | 25.3 | 8.4 | 7.2 | 59.0 |
| Male associate professor | 35.9 | 42.7 | 10.7 | 8.7 | 1.9 | 78.6 |
| Female associate professor | 50.0 | 25.0 | 15.0 | 7.5 | 7.5 | 75.0 |
| Male professor | 37.4 | 32.7 | 24.3 | 4.7 | 0.9 | 70.1 |
| Female professor | 57.1 | 42.9 | 0.0 | 0.0 | 0.0 | 100.0 |

5. My department chairman recognizes and appreciates my work.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 27.2 | 37.0 | 23.5 | 6.2 | 6.2 | 64.2 |
| Female assistant professor | 38.0 | 29.1 | 20.3 | 6.3 | 6.3 | 57.1 |
| Male associate professor | 39.0 | 35.0 | 10.0 | 13.0 | 3. | 0 |
| Female associate professor | 45.9 | 24.3 | 5.4 | 8.1 | 16 | 2 |
| Male professor | 46.9 | 21.9 | 12.5 | 10.4 | | |
| Female professor | 62.5 | 25.0 | 12.5 | 0.0 | 0 | |

6. My college and university administrators appreciate and recognize my achievement.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 12.7 | 30.4 | 30.4 | 17.7 | 8.9 | 1 |
| Female assistant professor | 7.5 | 25.0 | 37.5 | 20.0 | 10.0 | 32.5 |
| Male associate professor | 18.9 | 38.7 | 15.1 | 20.8 | 6.6 | 57.6 |
| Female associate professor | 25.0 | 42.5 | 10.0 | 7.5 | 15.0 | 67.5 |
| Male professor | 31.8 | 31.8 | 16.4 | 8.2 | 11.8 | 63.6 |
| Female professor | 62.5 | 12.5 | 12.5 | 12.5 | 0.0 | 75.0 |

7. Salaries and other benefits here are distributed fairly.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 11.3 | 22.5 | 26.3 | 30.0 | 10.0 | 33.8 |
| Female assistant professor | 4.9 | 30.5 | 20.7 | 30.5 | 13.4 | 35.4 |
| Male associate professor | 13.3 | 36.2 | 20.0 | 20.0 | 10.5 | 49.5 |
| Female associate professor | 15.0 | 35.0 | 10.0 | 22.5 | 17.5 | 50.0 |
| Male professor | 21.3 | 38.0 | 15.7 | 19.4 | 5.6 | 59.3 |
| Female professor | 37.5 | 25.0 | 25.0 | 12.5 | 0.0 | 62.5 |

8. Promotions here are awarded fairly.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 11.5 | 21.8 | 35.9 | 19.2 | 11.5 | 33.3 |
| Female assistant professor | 1.3 | 31.3 | 27.5 | 31.3 | 8.8 | 32.6 |
| Male associate professor | 13.2 | 35.8 | 27.4 | 17 9 | 5.7 | 39.0 |
| Female assocatie professor | 10.3 | 41.0 | 7.7 | 23.1 | 17.9 | 51.3 |
| Male professor | 25.0 | 49.1 | 13.9 | 9.3 | 2.8 | 74.1 |
| Female professor | 37.5 | 25.0 | 0.0 | 16.7 | 25.0 | 62.5 |

9. Tenure is related to teaching at this institution.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant Professor | 8.9 | 30.4 | 21.5 | 25.3 | 13.9 | 39.3 |
| Female assistant professor | 12.0 | 31.3 | 12.0 | 27.7 | 16.7 | 43.3 |
| Male associate professor | 16.7 | 40.2 | 17.6 | 12.7 | 12.7 | 56.9 |
| Female associate professor | 12.8 | 30.8 | 12.8 | 23.1 | 20.5 | 43.6 |
| Male professor | 20.6 | 40.2 | 18.7 | 13.1 | 7.5 | 60.8 |
| Female professor | 50.0 | 12.5 | 25.0 | 12.5 | 0.0 | 62.5 |

10. Tenure is related to research at this institution.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistnat professor | 27.3 | 42.9 | 22.1 | 5.2 | 2.6 | 70.2 |
| Female assistant professor | 38.0 | 35.4 | 15.2 | 11.4 | 0.0 | 73.0 |
| Male associate professor | 25.5 | 46.9 | 16.3 | 9.2 | 2.0 | 72.4 |
| Female associate professor | 35.9 | 38.5 | 5.1 | 17.9 | 2.6 | 74.4 |
| Male professor | 35.6 | 41.3 | 13.5 | 6.7 | 2.9 | 7699 |
| Female professor | 62.5 | 12.5 | 25.0 | 0.0 | 0.0 | 75.0 |

11. Promotions are related to teaching at this institution.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 10.3 | 19.2 | 33.3 | 21.8 | 15.4 | 29.5 |
| Female assistant professor | 8.5 | 29.3 | 17.1 | 32.9 | 12.2 | 37.8 |
| Male associate professor | 16.5 | 40.8 | 15.5 | 13.6 | 13.6 | 58.3 |
| Female associate professor | 7.7 | 41.0 | 12.8 | 25.6 | 12.8 | 48.7 |
| Male professor | 20.6 | 48.6 | 12.1 | 13.1 | 5.6 | 69.2 |
| Female professor | 50.0 | 0.0 | 12.5 | 37.5 | 0.0 | 50.0 |

12. Promotions are related to research at this institution.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 25.6 | 50.0 | 17.9 | 1.3 | 5.1 | 75.6 |
| Female assistant professor | 36.7 | 32.9 | 19.0 | 10.1 | 1.3 | 69.6 |
| Male associate professor | 28.6 | 40.8 | 18.4 | 10.2 | 2.0 | 69.4 |
| Female associate professor | 41.0 | 35.9 | 5.1 | 15.4 | 2.6 | 74.9 |
| Male Professor | 37.5 | 40.4 | 12.5 | 7.7 | 1.9 | 77.9 |
| Female Professor | 37.5 | 25.0 | 37.5 | 0.0 | 0.0 | 62.5 |

13. My chairman is democratic as opposed to autocratic.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 28.8 | 35.0 | 16.3 | 7.5 | 12.5 | 63.8 |
| Female assistant professor | 27.5 | 27.5 | 18.8 | 17.5 | 8.8 | 55.0 |
| Male associate professor | 35.5 | 32.7 | 13.9 | 6.9 | 10.9 | 68.2 |
| Female associate professor | 28.6 | 40.0 | 5.7 | 5.7 | 20.0 | 68.6 |
| Male professor | 35.1 | 29.9 | 15.5 | 10.3 | 9.3 | 65.0 |
| Female professor | 50.0 | 0.0 | 37.5 | 12.5 | 0.0 | 50.0 |

14. Merit increases are distributed fairly.

| | | | | | | |
|---|---|---|---|---|---|---|
| Male assistant professor | 9.7 | 15.3 | 37.5 | 18.1 | 19.4 | 25.0 |
| Female assistant professor | 8.0 | 21.3 | 34.7 | 24.0 | 12.0 | 29.3 |
| Male associate professor | 15.0 | 36.0 | 22.0 | 15.0 | 12.0 | 51.0 |
| Female associate professor | 10.5 | 23.7 | 18.4 | 26.3 | 21.1 | 34.2 |
| Male professor - | 18.4 | 28.6 | 24.5 | 16.3 | 12.2 | 47.0 |
| Female professor | 28.6 | 28.6 | 28.6 | 0.0 | 14.3 | 57.2 |

## Job Satisfaction Survey

Section I. Please circle the response which best describes your satisfaction with the following issues.

| Very Satisfied | Moderately Satisfied | Neutral | Moderately Dissatisfied | Very Dissatisfied | Not Applicable |
|---|---|---|---|---|---|
| A. | B. | C. | D. | E. | F. |

1. How satisfied are you with your job?
   A. B. C. D. E. F.
2. How satisfied are you with your everyday life, apart from work?
   A. B. C. D. E. F.
3. How satisfied are you with your salary?
   A. B. C. D. E. F.
4. How satisfied are you with your teaching load?
   A. B. C. D. E. F.
5. How satisfied are you with the quality of the students enrolled in your classes?
   A. B. C. D. E. F.
6. How satisfied are you with your relationship with your colleagues?
   A. B. C. D. E. F.
7. How satisfied are you with the support your department provides for your teaching?
   A. B. C. D. E. F.
8. How satisfied are you with the support your university provides for your teaching?
   A. B. C. D. E. F.
9. How satisfied are you with the support your department provides for your research?
   A. B. C. D. E. F.
10. How satisfied are you with the support your university provides for your research?
    A. B. C. D. E. F.
11. How satisfied are you with the way in which your work is evaluated by your department at the end of each year?
    A. B. C. D. E. F.
12. How satisfied are you with the way in which your work is evaluated by your college at the end of each year?
    A. B. C. D. E. F.
13. How satisfied are you with the way in which your work is evaluated by your university at the end of each year?
    A. B. C. D. E. F.
14. How satisfied are you with the way your chairman supervises your department?
    A. B. C. D. E. F.
15. How satisfied are you with your relationship with your department chairman?
    A. B. C. D. E. F.
16. How satisfied are you with the overall freedom you are given to do your work?
    A. B. C. D. E. F.
17. How satisfied are you with your institution's requirements for tenure?
    A. B. C. D. E. F.
18. How satisfied are you with your institution's requirements for promotion?
    A. B. C. D. E. F.
19. How satisfied are you with your department's physical working conditions?
    A. B. C. D. E. F.
20. How satisfied are your with your opportunities for professional growth and development?
    A. B. C. D. E. F.

Section II. Please circle the response which best expresses your agreement or disagreement with the following statements.

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|---|---|---|---|---|---|---|
| | A. | B. | C. | D. | E. | F. |
| 1. I am assigned challenging responsibilities. | A. | B. | C. | D. | E. | F. |
| 2. I have a real feeling of achievement from my teaching. | A. | B. | C. | D. | E. | F. |
| 3. I have a real feeling of achievement from my research. | A. | B. | C. | D. | E. | F. |
| 4. I have a real feeling of achievement from my service. | A. | B. | C. | D. | E. | F. |
| 5. My department chairman appreciates and recognizes my achievements. | A. | B. | C. | D. | E. | F. |
| 6 My college and university administrators appreciate and recognize my achievements. | A. | B. | C. | D. | E. | F. |
| 7. Salaries and other benefits here are distributed fairly | A. | B. | C. | D. | E. | F. |
| 8. Promotions here are awarded fairly. | A. | B. | C. | D. | E. | F. |
| 9. Tenure is related to teaching at this institution. | A. | B. | C. | D. | E. | F. |
| 10. Tenure is related to research at this institution. | A. | B. | C. | D. | E. | F. |
| 11. Promotions are related to teaching at this institution. | A. | B. | C. | D. | E. | F. |
| 12. Promotions are related to research at this institution. | A. | B. | C. | D. | E. | F. |
| 13. My chairman is democratic as opposed to autocratic. | A. | B. | C. | D. | E. | F. |
| 14. This institution awards special merit increases in a fair and equitable manner. | A. | B. | C. | D. | E. | F. |

Section III. We would appreciate your help in supplying us with the following additional information.

1. What is your sex? A. Male B. Female

2. What is your race?_____

3. What is your age?_____

4. What is your highest academic degree?
   A. B.A./B.S./B.J. B. M.A./M.S./M.J. C. Ph.D. D. Other_____

5. Do you have tenure? A. Yes B. No

6. What is your academic rank?
   A. Assistant B. Associate C. Full Professor D. Other_____

7. How many classes do you teach during a typical term?_____

8. Approximately what percentage of your time is devoted to research?_____

9. Approximately what percentage of your time is devoted to administrative duties?_____

10. About how many hours do you work during a typical week?_____

11. About how many students are enrolled in your department?_____

12. What is the highest academic degree offered by your department?
A. B.A. B. M.A. C. Ph.D. Other_____

13. How many years of professional media experience do you have?_____

14. How many years have you worked as a college professor?_____

15. How many years have you worked at your current institution?_____

16. About how many years have passed since your last academic promotion?_____

17. How many professional organizations do you belong to?_____

18. In how many of those professional organizations do you now hold some office?_____

19. How many articles have you published during the last five years?_____

20. How many of those articles have been published in national refereed journals, such as Journalism Quarterly?_____

21. What is your primary career goal?
A. Teaching B. Research C. Administration D. Other_____

22. Do you think university professors should be given merit increases for outstanding work? A. Yes B. No

23. Does your institution give faculty members merit increases for outstanding work?
A. Yes B. No

24. During the past five years, how many merit increases have you received?_____

25. What is the single major area in which you teach (history, law, photography, etc.)?
_____

26. What is your current nine-month salary?

| | |
|---|---|
| A. Less than $9,999 | F. $30,000 to $34,999 |
| B. $10,000 to $14,999 | G. $35,000 to $39,999 |
| C. $15,000 to $19,999 | H. $40,000 to $44,999 |
| D. $20,000 to $24,999 | I. $45,000 to $49,999 |
| E. $25,000 to $29,999 | J. $50,000 or more |

Your help is greatly appreciated. Please return this questionnaire to Fred Fedler, Department of Communication, University of Central Florida, Orlando, Fla. 32816.